

11

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3. INSTRUCTION IN OTR IS GIVEN BY EXPERIENCED INTELLIGENCE OFFICERS; NOT BY ACADEMICIANS OR PEDAGOGS.

i.e. BY THOSE WHO HAVE HAD OPERATIONAL EXPERIENCE IN DDP, SUBSTANTIVE EXPERIENCE IN DDI OR SUPPORT EXPERIENCE IN DDS.

THIS IS ACCOMPLISHED BY ROTATION OF EXPERIENCED DDP, DDI, AND DDS OFFICERS TO OTR FOR 2 to 3 YEAR TOURS AND ROTATION OF OTR INSTRUCTORS TO DDP, DDI, OR DDS FOR TOURS AS INTELLIGENCE OFFICERS.

INSTRUCTOR TRAINING **non OTR**

SKILLS TRAINING FOR OTR

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II

(3. con't.)

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WORKS WELL TO MUTUAL ADVANTAGE BETWEEN

DDP and OTR

DDS and OTR

WELL BETWEEN DDI and OTR

LESS NECESSARY FOR SIC and LAS

NEED FOR OTR CAREERIST

MANAGEMENT

CONTINUITY

TEACHING SKILLS

MOTIVATION

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II (3. con't)

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OTR CAREERIST MUST LIKE TO TEACH

MUST BE GOOD AT IT

MUST BE SOLD ON ITS IMPORTANCE

ADVANCEMENT DEPENDS ON HOW GOOD HE IS IN AND OUT OF OTR

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4. A FOURTH BASIC OTR PRINCIPLE IS THAT WE NEVER USE THE LECTURE,
THE LEAST EFFICIENT METHOD OF INSTRUCTION, WHENEVER IT IS POSSIBLE TO
USE A BETTER MEDIUM.

STUDENT PARTICIPATION IS ESSENTIAL

STUDENT TESTING IS ESSENTIAL

IMMEDIATE "FEED BACK" IS ESSENTIAL

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(MPG) 10

II (4. con't)

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1/8 of 18 weeks OPERATIONS COURSE IS LECTURE

1/12 of 15 weeks PM COURSE IS LECTURE

we use: THE "CASE" METHOD

THE DEMONSTRATION AND SKIT

FIELD PROBLEMS AND EXERCISES

FACE TO FACE AGENT AND C/O EXERCISES

GUIDED SEMINARS AND DISCUSSIONS

OTR MADE TRAINING MOVIES

SOUND-FILM OF BRIEFING COURSES

Analogy of
C/O 4 Pilot. Tr.

CAREFULLY WATCHING PROGRAMMED INSTRUCTION OR THE TEACHING MACHINE

III

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UNIQUE FEATURES OF CIA'S OTR WHICH DIFFERENTIATE ITS TRAINING
MISSION FROM THOSE OF STATE, DEFENSE AND THE UNIVERSITIES.

1. WE CAN'T FARM OUT MOST OF OUR TRAINING RESPONSIBILITIES
BECAUSE OF COVER AND SECURITY.

WE'VE TRIED - GEORGETOWN UNIVERSITY
DEFENCE DOES WITH SUCCESS

RAND AND HARDWARE MANUFACTURERS
STATE COULD

WE MUST DO MOST OF OUR OWN.

III

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2. STUDENT/INSTRUCTOR RATIO

STATINTL

1 INSTRUCTOR LECTURES TO 100 or MORE STUDENTS

STATE, DEFENSE & UNIVS.



DOES THIS SUPERBLY
DOES THIS SUPERBLY

1 STUDENT IS TAUGHT BY ONE OR MANY INSTRUCTORS IN CIA

1 - 18



STATINTL

1 - 1

AGENT/CASE OFFICER

BECAUSE OF THE NATURE OF OUR BUSINESS AND BECAUSE OF OUR DIFFICULTIES
OF PLANNING AHEAD.

i. e. LANGUAGE TUTORIALS; SKILLS TUTORIALS

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III

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3. TRAINING IN CIA IS STILL GENERALLY PERMISSIVE, NOT MANDATORY

I. O. IS ON BOOKS AS MANDATORY

AAO MANDATORY FOR DDS

MID-CAREER SHORTLY WILL BE

OFTEN MEDICAL AND PERSONNEL PROCESSING AND RESTATING HAVE PRIORITY

DIFFICULTY OF CS PLANNING FOR TRAINING IN A WAR TIME SITUATION.

NO DEVELOPMENT COMPLEMENT

CY '64

4. SCHOOL OF INTERNATIONAL COMMUNISM
~~Approved For Release 2001/03/03 : CIA-RDP78-06365A000400020005-2~~
SMALL FACULTY OF 7 EXPERTS, MORE HONORED OUTSIDE CIA THAN IN.
GOVM'T. 175 PRESENTATIONS OUTSIDE
FSI, DIS, WAR COLLS., HOLABIRD, BRAGG, USIA, AID

Command & Staff

Reserve Groups

STATINTL

PRIVATE

████████ thought that the Brookings, Princeton, Columbia, Air Force Academy, and Off. of Education were just more or less a "one-shot" affair. He recommended addition of Police Academy.

BROOKINGS

PRINCETON & COLUMBIA

AIR FORCE ACADEMY

U. S. OFFICE OF EDUCATION

POLICE ACADEMY

TUTORING OF LIAISON HERE AND OVERSEAS

BIBLIOGRAPHY ON INTERNATIONAL COMMUNISM

CAREFUL WATCH OVER FUTURE TRENDS.

25X9A2

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FULL TIME INSTRUCTORS

9

CONTRACT

20 (16 ft; 4 pt)

ON-CALL TUTORS
(30-35 languages)

48 (plus 24 not contracted but
approved and ready)

FY 65, WE TAUGHT COURSES IN 22 DIFFERENT LANGUAGES TO 456* STUDENT
(443) Agency
(See Card 5)

WE HAVE CAPABILITY OF TEACHING 49 DIFFERENT LANGUAGES

* Includes 11 dependents

2 non-CIA

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OUTSIDE VIP'S - BOB MACY, BOB AMORY, BILL BUNDY, JIM DONOVAN OF CUBAN

FULL TIME INSTRUCTORS

9

CONTRACT

24 (20 ft; 4 pt)

ON-CALL TUTORS

(30-35 languages)

46 (plus 20 not contracted
but approved and ready)

CY '64 WE TAUGHT COURSES IN 24 DIFFERENT LANGUAGES TO 564 STUDENTS

(See Card 5)

WE HAVE CAPABILITY OF TEACHING 49 DIFFERENT LANGUAGES

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(MPG) 32

CHART III

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IN FY 65 OTR TRAINED 4,597 STUDENTS IN 474 RUNNINGS OF 86 DIFFERENT
FORMAL COURSES. (THIS INCLUDES 443 STUDENTS IN 22 LANGUAGE
COURSES; 199 RUNNINGS.

CHART III

Approved For Release 2001/03/03 : CIA-RDP78-06365A000400020005-2
IN CY '64 OTR TRAINED 4770 STUDENTS IN 504 RUNNINGS OF 78
DIFFERENT FORMAL TRAINING COURSES. (THIS INCLUDES 564
STUDENTS IN 24 LANGUAGE COURSES; 189 RUNNINGS.)

SECRET

AND THESE FIGURES EXCLUDE THE:

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10 Sep 65 included ~~estimate~~ 8 Aug '65
Memorandum from C/OS
Saigon 2
142

CHART II

25X1A14a

SECRET

(DTR Aug '65) 7

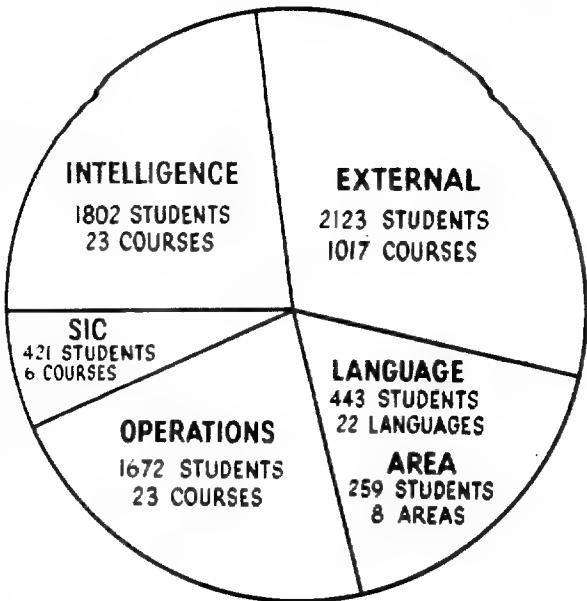
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SECRET

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OTR TRAINING EFFORT

FISCAL YEAR 1965



INTERNAL

1786	616	2023	146	26
STUDENTS	STUDENTS	STUDENTS	STUDENTS	STUDENTS
DDP	DDI	DDS	DDS&T	DCI
251	980	511	340	41
STUDENTS	STUDENTS	STUDENTS	STUDENTS	STUDENTS

EXTERNAL

INTERNAL 4597

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TOTAL 6720

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MATH FOR SCIENTISTS AND ENGINEERS

POLITICAL SCIENCE

PSYCHOLOGY

STATISTICS

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Info from C/SS
(XO) TR

3 FEE
3 1960

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STATINTL

DDTR mentioned at Friday's Staff meeting a report on OTR's external activities during 1965 which had been prepared by [REDACTED]. You might be interested in the break-down of SIC's contribution to the total. We, of course, have been attempting to hold the external effort to about what it was during 1964--about 175 presentations. Through last week '65's total was 182. The average time for each session is two hours. The principal requestors are FSI, DIS, Fort Holabird, and the [REDACTED].

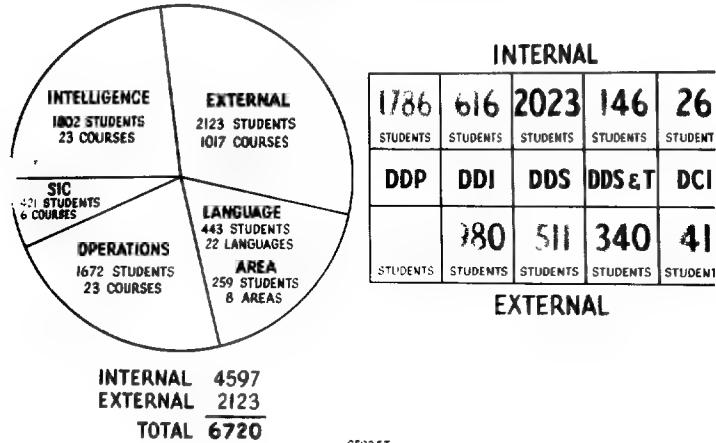
STATINTL

[REDACTED]. Five staff members each made 30 or more presentations--the maximum for a single instructor being 40. In academic terms this represents approximately one and one-half semester courses for each of the five instructors involved. This effort, while obviously time-consuming, is not particularly burdensome (a potential problem which Col. White has frequently mentioned), and I feel that it continues to be a useful effort--both in terms of imparting information to those who need it and in terms of Agency relationships.

SECRET

OTR TRAINING EFFORT

FISCAL YEAR 1965



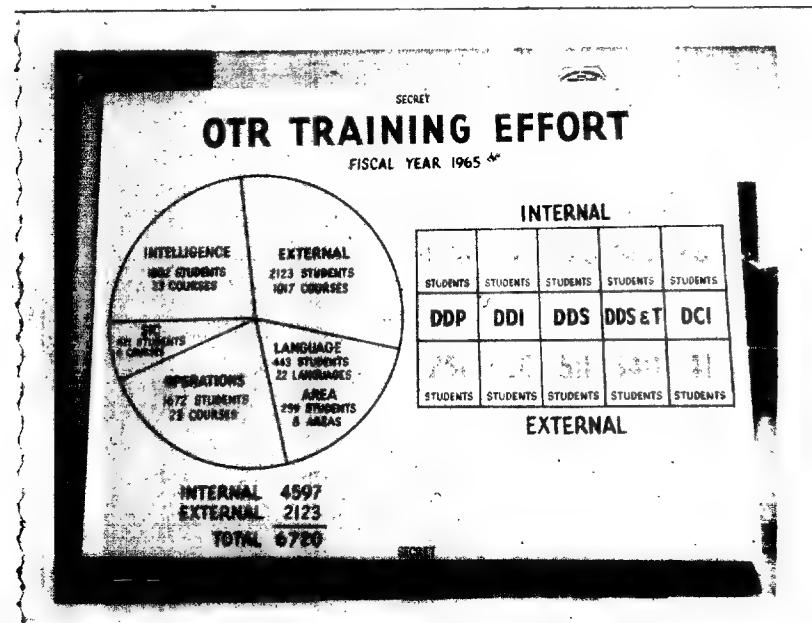
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SECRET



SECRET

+ SIDE

AROUSED INTEREST

3000 TESTED & RECORDED

- SIDE

SOME PEOPLE GOT RICH

5% OF PEOPLE GOT 25% of \$

DIDN'T PRODUCE HIGH FLUENCY IN

SHORT SUPPLY LANGUAGES

50% to 60% GOT AWARDS BUT DON'T USE LANGUAGES IN THEIR JOBS

WE'RE NOW IN POSITION TO TIE LANG. PROF. TO CERTAIN JOBS LIKE

ANY OTHER SKILLS.

14

A MILESTONE WAS PASSED WHEN THE TEN THOUSANDTH LANGUAGE PROFICIENCY TEST WAS ADMINISTERED DURING THE WEEK OF 3 JUNE 1963.

4 m
Re

35

4. SCHOOL OF INTERNATIONAL COMMUNISM
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SMALL FACULTY OF 7 EXPERTS, MORE HONORED OUTSIDE CIA THAN IN.

GOVMT. 175 PRESENTATIONS OUTSIDE

FSI, DIS, WAR COLLS., HOLABIRD, BRAGG, USIA, AID
Command & Staff
Reserve Groups

STATINTL

PRIVATE

[REDACTED] thought that the Brookings, Princeton, Columbia, Air Force Academy, and Off. of Education were just more or less a "one-shot" affair. He recommended addition of Police Academy.

BROOKINGS
PRINCETON & COLUMBIA
AIR FORCE ACADEMY
U.S. OFFICE OF EDUCATION
POLICE ACADEMY

TUTORING OF LIAISON HERE AND OVERSEAS

BIBLIOGRAPHY ON INTERNATIONAL COMMUNISM

CAREFUL WATCH OVER FUTURE TRENDS.

28

OFF-CAMPUS PROGRAM: Another First

THE PROGRAM BEGAN IN FEBRUARY 1962 WITH 88 STUDENTS. AS OF THE END OF DECEMBER 1962, 932 EMPLOYEES HAD REGISTERED. THE CURRENT SESSION, FEBRUARY - MAY 1965, BEGAN WITH 131 EMPLOYEES ENROLLED IN 12 COURSES.

UNDERGRADUATE AND GRADUATE LEVEL

ACCOUNTING

4 m
Re

ANTHROPOLOGY

ECONOMICS

ENGLISH COMPOSITION AND AMERICAN LITERATURE

GEOGRAPHY (INTRODUCTORY: AND REGIONAL SURVEY OF USSR)

HISTORY (AMERICAN, EUROPEAN, RUSSIAN)

LANGUAGE DEVELOPMENT PROGRAM

OUTSIDE VIP'S - BOB MACY, BOB AMORY, BILL BUNDY, JIM DONOVAN of CUBAN

FULL TIME INSTRUCTORS	9
CONTRACT	24 (20 ft; 4 pt)
ON-CALL TUTORS (30-35 languages)	46 (plus 20 not contracted but approved and ready)

CY '64 WE TAUGHT COURSES IN 24 DIFFERENT LANGUAGES TO 564 STUDENTS

(See Card 5)

WE HAVE CAPABILITY OF TEACHING 49 DIFFERENT LANGUAGES

52

* IN FEB '57, WE LAUNCHED LANGUAGE AWARDS PROGRAM AND HAVE PAID OUT 5,400 AWARDS OF \$745,000.

1st SUCH PROGRAM IN U.S. GOVERNMENT
5 YEARS LATER WE ADMITTED TO ONLY PARTIAL SUCCESS

FY '63 290 AWARDS OF \$54,500.

Re

* ADDITIONAL INFO: THE AWARDS PROGRAM WAS CURTAILED IN 1 JULY 1962 AND ABOLISHED COMPLETELY AS OF 1 AUGUST 1963.

II 4 Basic Principles

THE BASIC PHILOSOPHY OR PRINCIPLES OF MANAGEMENT UNDER WHICH
OTR OPERATES.

1. THE OTR OF CIA CONDUCTS NO TRAINING IN CIA WHICH CAN
BE DONE OUTSIDE CIA WITH COMPARABLE EFFICIENCY, ECONOMY
OR SECURITY.

DEFENSE DEPARTMENT	EXCELLENT & RESPONSIVE
FSI	POOR
MANAGEMENT & EXECUTIVE DEVELOPMENT	

CHART II

IN FISCAL YEAR 1963, CIA SENT 2014 STUDENTS TO 1275 COURSES OF
EXTERNAL TRAINING AT 166 INSTITUTIONS
- 34% GOVERNMENT 66% NON-GOVERNMENT
ALL HOWEVER ARRANGED FOR BY R/TR

2

2. THE OTR CONDUCTS NO TRAINING WHICH CAN BE DONE WITH
COMPARABLE EFFICIENCY AND ECONOMY BY OTHER COMPONENTS OF
CIA.

WE ASSUME COMPARABLE SECURITY

COMMO TRAINING

MEDICAL TECH. TRAINING

OFFICE OF SECURITY INVESTIGATOR TRAINING

SOME OVERSEAS DDP TRAINING BY C/O's

TSD TRAINING

COMPONENT ON THE JOB TRAINING

3

CHART II

IN CY '64, CIA SENT 2056 STUDENTS TO ONE OR MORE OF 1290 COURSES
OF EXTERNAL TRAINING GIVEN AT 208 INSTITUTIONS.

30% GOVERNMENT

70% NON-GOVERNMENT

ALL ARRANGED FOR BY R/TR

CARD 2

SECRET
GENERALLY SPEAKING, OTHERS RESPONSIBLE FOR TRAINING COURSES
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WHICH ALL EMPLOYEES OF CIA MUST HAVE AND FOR THAT TRAINING WHICH
EMPLOYEES OF ONE COMPONENT NEED TO KNOW ABOUT ACTIVITIES OF OTHER
COMPONENTS. IT CANNOT TEACH THE SKILLS SPECIFIC ONLY TO ONE OFFICE.

BUT WE PROVIDE:

INSTRUCTOR TRAINING

PROJECTORS, PROJECTIONISTS, MOVIES
TRAINING AIDS

TRAINING MATERIALS (3, 402)

MANAGEMENT

REGISTRAR

CLASSROOM SCHEDULES

RECORDS

SECRET

7500 individual entries
for Agency Training Record
each year

4

IN CY '64 OTR TRAINED 4770 STUDENTS IN 504 RUNNINGS OF
78 DIFFERENT FORMAL TRAINING COURSES. (THIS INCLUDES 564
STUDENTS IN 24 LANGUAGE COURSES; 189 RUNNINGS.)

25X1A14a

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OFFICERS; NOT BY ACADEMICIANS OR PEDAGOGS.

i. e. BY THOSE WHO HAVE HAD OPERATIONAL EXPERIENCE IN DDP,
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THIS IS ACCOMPLISHED BY ROTATION OF EXPERIENCED DDP, DDI,
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INSTRUCTOR TRAINING non OTR

SKILLS TRAINING FOR OTR

SECRET

7

~~SECRET~~Approved For Release 2001/03/03 : CIA-RDP78-06365A000400020005-2
WORKS WELL TO MUTUAL ADVANTAGE BETWEEN

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DDS and OTR

WELL BETWEEN DDI and OTR

LESS NECESSARY FOR SIC and LAS

d.m.
Re

NEED FOR OTR CAREERIST

MANAGEMENT

CONTINUITY

TEACHING SKILLS

MOTIVATION

~~SECRET~~

8

OTR CAREERIST MUST LIKE TO TEACH

MUST BE GOOD AT IT

MUST BE SOLD ON ITS IMPORTANCE

ADVANCEMENT DEPENDS ON HOW GOOD HE IS IN AND OUT OF OTR

9

4. A FOURTH BASIC OTR PRINCIPLE IS THAT WE NEVER USE THE LECTURE,
THE LEAST EFFICIENT METHOD OF INSTRUCTION, WHENEVER IT IS POSSIBLE
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STUDENT PARTICIPATION IS ESSENTIAL

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SECRET

/D

~~SECRET~~

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1/3 of 18 weeks OPERATIONS COURSE IS LECTURE

1/12 of 15 weeks PM COURSE IS LECTURE

WE USE: THE "CASE" METHOD

THE DEMONSTRATION AND SKIT

FIELD PROBLEMS AND EXERCISES

FACE TO FACE AGENT AND C/O EXERCISES

GUIDED SEMINARS AND DISCUSSIONS

OTR MADE TRAINING MOVIES

SOUND-FILM OF BRIEFING COURSES

CAREFULLY WATCHING PROGRAMMED INSTRUCTION OR

THE TEACHING MACHINE ~~SECRET~~

//

*Analogy of
C/O & Pilot, Tr.*

TRAINING MISSION FROM THOSE OF STATE, DEFENSE AND THE UNIVERSITIES.

most of
1. WE CAN'T FARM OUT OUR TRAINING RESPONSIBILITIES
A
BECAUSE OF COVER AND SECURITY.

WE'VE TRIED - GEORGETOWN UNIVERSITY
DEFENCE DOES WITH SUCCESS

RAND AND HARDWARE MANUFACTURERS
STATE COULD

WE MUST DO MOST OF OUR OWN.

most

12

2. STUDENT/INSTRUCTOR RATIO

1 INSTRUCTOR LECTURES TO 100 OR MORE STUDENTS

STATE, DEFENSE & UNIVS.

25X1A9a

[REDACTED] DOES THIS SUPERBLY)
[REDACTED] DOES THIS SUPERBLY)

1 STUDENT IS TAUGHT BY ONE OR MANY INSTRUCTORS IN CIA

25X1A14a

1 - 18 [REDACTED]

1 - 1 AGENT/CASE OFFICER

BECAUSE OF THE NATURE OF OUR BUSINESS AND BECAUSE OF OUR
DIFFICULTIES OF PLANNING AHEAD.

i. e. LANGUAGE TUTORIALS; SKILLS TUTORIALS

OPENING

/5

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I. O. IS ON BOOKS AS MANDATORY

AAO MANDATORY FOR DDS

MID-CAREER SHORTLY WILL BE

OFTEN MEDICAL AND PERSONNEL PROCESSING AND

Re

25X1C4a [REDACTED] TRAINING HAVE PRIORITY

DIFFICULTY OF CS PLANNING FOR TRAINING IN A WAR TIME

SITUATION.

NO DEVELOPMENT COMPLEMENT

SECRET
REF ID: A6512

25X1A6a

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SECRET

(DTR Aug '65)

5

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DRLs
Briefing

OFF-limits

II 3rd PRINCIPLE

卷之三

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INSTRUCTOR TRAINING non QTR

SKILLS TRAINING for QTR

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卷之三

(DTR Aug '65)

ASPECTS OF THE CAREER TRAINING PROGRAM

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COMPETENT AUTHORITIES HAVE CALLED OUT CAREER TRAINING PROGRAM THE
BEST OF ITS KIND IN GOVERNMENT AND AMONG THE BEST IN THE UNITED STATES,
PERHAPS SECOND ONLY TO THAT OF THE PROCTOR & GAMBLE CO. IT IS THE
MODEL FOR THE ONE NOW OPERATED BY THE FIRST NATIONAL CITY BANK (NEW
YORK CITY).

"I BELIEVE THAT ITS CONCEPT AND ITS WAY OF DEVELOPING AND
CAREFULLY BRINGING ALONG, OVER A PERIOD OF TIME, THE BEST
YOUNG TALENT IN THE COUNTRY STAMPS THE PROGRAM AS UNIQUE AND
EASILY THE BEST OF ITS KIND IN WASHINGTON."

SINCERELY YOURS,

HAYDN WILLIAMS

Deputy Assistant Secretary

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STATINTL

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UNDERGRADUATE AND GRADUATE LEVEL

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MATH FOR SCIENTISTS AND ENGINEERS

POLITICAL SCIENCE

PSYCHOLOGY

STATISTICS

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(MPG)

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DRs Briefing

Incomplete July 65

See Note

July 65

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AROUSED INTEREST

+ SIDE

3000 TESTED & RECORDED

SOME PEOPLE GOT RICH

- SIDE 5% of PEOPLE GOT 25% of \$

DIDN'T PRODUCE HIGH FLUENCY IN SHORT
SHORT SUPPLY LANGUAGES

50% to 60% GOT AWARDS BUT DON'T USE LANGUAGES IN THEIR JOBS WE'RE NOW
IN POSITION TO TIE LANG. PROF. TO CERTAIN JOBS LIKE ANY OTHER SKILLS.

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Observe

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4 BASIC PRINCIPLES

THE APPROVED FOR RELEASE 2004/03/03 : CIA-RDP78-06365A000400020005-2

OTR OPERATES.

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DEFENSE DEPARTMENT (EXCELLENT & RESPONSIVE)

FSI (POOR)

MANAGEMENT & EXECUTIVE DEVELOPMENT

CHART II

IN FY 65 CIA SENT 2123 STUDENTS TO ONE OR MORE OF 1017 COURSES OF EXTERNAL TRAINING GIVEN AT 226 INSTITUTIONS; 20% OF WHICH ARE GOVERNMENT FACILITIES

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4 BASIC PRINCIPLES

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THE BASIC PHILOSOPHY OR PRINCIPLES OF MANAGEMENT UNDER WHICH OTR
OPERATES.

1. THE OTR OF CIA CONDUCTS NO TRAINING IN CIA WHICH CAN BE DONE
OUTSIDE CIA WITH COMPARABLE EFFICIENCY, ECONOMY OR SECURITY.

DEFENSE DEPARTMENT	(EXCELLENT & RESPONSIVE)
FSI	(POOR)
MANAGEMENT & EXECUTIVE DEVELOPMENT	

CHART II

In CY '64, CIA SENT 2056 STUDENTS TO ONE OR MORE OF 1290 COURSES
OF EXTERNAL TRAINING GIVEN AT 208 INSTITUTIONS.

30% GOVERNMENT	70% NON-GOVERNMENT
----------------	--------------------

ALL ARRANGED FOR BY R/TR

II ~~PRINCIPLE~~

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COMPARABLE EFFICIENCY AND ECONOMY BY OTHER COMPONENTS OF CIA.

WE ASSUME COMPARABLE SECURITY

COMMO TRAINING

MEDICAL TECH. TRAINING

OFFICE OF SECURITY INVESTIGATOR TRAINING

SOME OVERSEAS DDP TRAINING BY C/O's

TSD TRAINING

COMPONENT ON THE JOB TRAINING

II GENERALLY SPEAKING, OTR IS RESPONSIBLE FOR TRAINING COURSES WHICH
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ALL EMPLOYEES OF CIA MUST HAVE AND FOR THAT TRAINING WHICH EMPLOYEES
OF ONE COMPONENT NEED TO KNOW ABOUT ACTIVITIES OF OTHER COMPONENTS.

IT CANNOT TEACH THE SKILLS SPECIFIC ONLY TO ONE OFFICE.

BUT WE PROVIDE:

INSTRUCTOR TRAINING

PROJECTORS, PROJECTIONISTS, MOVIES

TRAINING AIDS

TRAINING MATERIALS (3, 402)

MANAGEMENT

REGISTRAR

CLASSROOM SCHEDULES

7500 individual
entries for Agency
Training Record
each year

RECORDS

II (3. cont)

~~SECRET~~

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WORKS WELL TO MUTUAL ADVANTAGE BETWEEN

DDP and OTR

DDS and OTR

WELL BETWEEN DDI and OTR

LESS NECESSARY FOR SIC and LAS

NEED FOR OTR CAREERIST

MANAGEMENT

CONTINUITY

TEACHING SKILLS

MOTIVATION

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~~SECRET~~

II
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(3. Cont)

OTR CAREERIST MUST LIKE TO TEACH
MUST BE GOOD AT IT
MUST BE SOLD ON ITS IMPORTANCE
ADVANCEMENT DEPENDS ON HOW GOOD HE IS IN AND OUT OF OTR

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II
SECRET

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4. A FOURTH BASIC OTR PRINCIPLE IS THAT WE NEVER USE THE LECTURE,
THE LEAST EFFICIENT METHOD OF INSTRUCTION, WHENEVER IT IS POSSIBLE TO
USE A BETTER MEDIUM.

STUDENT PARTICIPATION IS ESSENTIAL

STUDENT TESTING IS ESSENTIAL

IMMEDIATE "FEED BACK" IS ESSENTIAL

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SECRET

19

II (4. cont)

~~SECRET~~

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1/12 OF 16 WEEKS PM COURSE IS LECTURE

WE USE: THE "CASE" METHOD

THE DEMONSTRATION AND SKIT

FIELD PROBLEMS AND EXERCISES

FACE TO FACE AGENT AND C/O EXERCISES (ANALOGY OF C/O & PILOT TR

GUIDED SEMINARS AND DISCUSSIONS

OTR-MADE TRAINING MOVIES

SOUND-FILM OF BRIEFING COURSES

CAREFULLY WATCHING PROGRAMMED INSTRUCTION OR THE TEACHING MACHINE

READING IMPROVEMENT: 2 CRAIG READERS TO BE INSTALLED IN EARLY SEPTEMBER.

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~~SECRET~~

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III
UNIQUE FEATURES OF CIA'S OTR WHICH DIFFERENTIATE ITS TRAINING
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MISSION FROM THOSE OF STATE, DEFENSE AND THE UNIVERSITIES.

1. WE CAN'T FARM OUT MOST OF OUR TRAINING RESPONSIBILITIES
BECAUSE OF COVER AND SECURITY.

WE'VE TRIED - GEORGETOWN UNIVERSITY
DEFENSE DOES WITH SUCCESS

RAND AND HARDWARE MANUFACTURERS
STATE COULD

WE MUST DO MOST OF OUR OWN.

III
SECRET

2. **Approved For Release 2001/03/03 : CIA-RDP78-06365A000400020005-2**
STUDENT/INSTRUCTOR RATIO

1 INSTRUCTOR LECTURES TO 100 OR MORE STUDENTS

STATE, DEFENSE & UNIVS.

25X1A9a ([REDACTED]) DOES THIS SUPERBLY)

1 STUDENT IS TAUGHT BY ONE OR MANY INSTRUCTOR IN CIA

25X1A14a 1 - 18 [REDACTED]

1 - 1 AGENT/CASE OFFICER

BECAUSE OF THE NATURE OF OUR BUSINESS AND BECAUSE OF OUR DIFFICULTIES
OF PLANNING AHEAD.

i. e. LANGUAGE TUTORIALS: SKILLS TUTORIALS

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III

~~SECRET~~

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3. TRAINING IN CIA IS STILL GENERALLY PERMISSIVE, NOT MANDATORY

I. O. IS ON BOOKS AS MANDATORY (HR 18-2 REVISED
9 June 65)

MID-CAREER SHORTLY WILL BE

25X1C4a
OFTEN MEDICAL AND PERSONNEL PROCESSING AND [REDACTED] TRAINING
HAVE PRIORITY

DIFFICULTY OF CS PLANNING FOR TRAINING IN A WAR TIME SITUATION

NO DEVELOPMENT COMPLEMENT

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~~SECRET~~

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III

SECRET

4. ~~Approved For Release 2001/03/03 : CIA-RDP78-06365A000400020005-2~~
UNTIL RECENTLY, NO MID-CAREER OR SENIOR OFFICERS COURSES AS
IN STATE AND DEFENSE (MID-CAREER COURSE BEGAN FALL OF 1963; 7th TO
START IN SEPTEMBER '65)

MY IDEAS: PROGRAM NOT COURSES

3 WAY SCREENING

COURSES AS SUCH WOULD REQUIRE ADDITIONAL CLASSROOMS AND INSTRUCTORS
AND MONEY.

IV

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SPECIAL FEATURES OF CIA'S OTR OF PROBABLE INTEREST TO DCI

STATINTL

1. [REDACTED]
2. CT PROGRAM
3. LANGUAGE DEVELOPMENT PROGRAM
4. SCHOOL OF INTERNATIONAL COMMUNISM
5. OFF-CAMPUS EDUCATION PROGRAM

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~~SECRET~~

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MAY 63 LETTER FROM CHIEF, EE/DDP

"THE CT'S... WERE BY AND LARGE THE SINGLE MOST IMPRESSIVE GROUP OF EMPLOYEES ENCOUNTERED... THIS FINE BALANCE OF EXPERIENCE AND ENTHUSIASM WHICH THE PRESENCE OF THE CT'S SEEMS TO ENGENDER IS SOMETHING I WOULD LIKE TO HAVE MORE OF IN THE EE AREA. I THINK YOU HAVE EVERY RIGHT TO BE EXTREMELY PROUD OF THOSE CT'S WHO HAVE BEEN ASSIGNED TO THE CLANDESTINE SERVICES. IF THE ONES I SAW ARE REPRESENTATIVE OF THE ENTIRE GROUP, AND OF THE PROGRAM ITSELF, THERE CAN BE LITTLE DOUBT THAT IT IS OF TREMENDOUS VALUE."

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~~SECRET~~

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~~SECRET~~

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THE OVERALL PURPOSE OF THE CAREER TRAINING PROGRAM IS TO RECRUIT, SELECT, AND TRAIN APPLICANTS FOR CAREER SERVICE IN CIA WHO INDICATE THE POTENTIAL, ABILITY AND MOTIVATION TO FILL ULTIMATELY, AND TO AN OUTSTANDING DEGREE, THOSE POSITIONS AT THE GS-15 LEVEL AND ABOVE WHICH REQUIRE BOTH GENERAL INTELLIGENCE OFFICER AND MANAGERIAL SKILLS.

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~~SECRET~~

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ABOUT ONE OUT OF EIGHT APPLICANTS WHO ARE RECOMMENDED BY CIA

RECRUITERS IS FINALLY ACCEPTED FOR THE PROGRAM.

SINCE JULY 1951, WHEN THE PROGRAM BEGAN, 1, 314 CAREER TRAINEES HAVE BEEN ADMITTED TO THE AGENCY. THIS TOTAL INCLUDES 1, 110 RECRUITED FROM THE OUTSIDE AND 204 SELECTED FROM AMONG EMPLOYEES ALREADY IN THE AGENCY. (119 WERE WOMEN.) OF THESE, 947 ARE IN THE AGENCY IN JULY 1965, -- AN OVER-ALL RETENTION RATE OF ABOUT 72%. THE ATTRITION RATE AMONG CAREER TRAINEES CURRENTLY IN THE PROGRAM IS ABOUT 4 1/2% PER YEAR, AN EXCEPTIONALLY LOW FIGURE AMONG CAREER SERVICES. (THE ANNUAL ATTRITION RATE FOR FOREIGN SERVICE OFFICERS OF COMPARABLE STATUS IS 5. 5%.)

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25X9

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7 HAVE RISEN TO THE GRADE GS-15. ~~25X1A6a~~

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1 HAS RISEN TO THE GRADE GS-16.

2 HAVE BEEN REQUESTED FOR AND SERVED WITH DISTINCTION IN SPECIAL ASSIGNMENTS AT THE WHITE HOUSE.

2 HAVE BEEN ASSIGNED FOR SPECIALIZED DUTY AT THE UNITED NATIONS.

MANY HAVE BEEN OR ARE ON DUTY AT "FRONTIER" POSTS WHERE THEIR
25X1A6a

PERFORMANCE HAS BEEN REPORTED TO BE OUTSTANDING -
25X1A6a

25X1A6a

BUT THRU NO FAULT OF THEIR
PERFORMANCE), AND
25X1A6a

SEVERAL WERE INVOLVED IN THE
OPERATION.
25X1A6a

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SECRET
THREE WORKED IN THE ██████████ FOR MANY MONTHS." 25X1X4

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ONE CAREER TRAINEE IS EXECUTIVE DIRECTOR OF THE AGENCY'S

RESPOSITORY FOR INTELLIGENCE DOCUMENTS, THE LARGEST FACILITY OF ITS
KIND IN THE UNITED STATES GOVERNMENT AND WAS RECENTLY AWARDED THE
WILLIAM A. JUMP MEMORIAL FOUNDATION MERITORIOUS AWARD BY THE DCI.

CT'S HAVE BEEN SENT PCS TO ██████████ OF THE WORLD. 25X9A2
25X1A12

AT THE LAST SESSION OF THE ██████████ IN
25X1A12

██████████ THE TWO TOP MEN IN A CLASS OF OVER 200 WERE CT'S. IN RECENT
CLASSES, 22 CT's OUT OF 28 MADE "EXPERT" RATINGS. NONE HAS FAILED,
THOUGH NORMAL ██████████ FAILURE IN EACH CLASS RUNS TO ABOUT 25%. 25X1A12

STATINTL
NEGRO CT'S HAVE BEEN EFFECTIVE IN SEVERAL AREAS OVERSEAS.
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TWO WOMEN CT'S HAVE HAD GREAT SUCCESS

STATINTL
EUROPE.

STATINTL ONE CT ACTED AS INTERPRETER FOR VICE PRESIDENT JOHNSON DURING HIS

ONE CT IS OCCUPYING A DEEP COVER POSITION IN A JOB FORMERLY HELD
BY AN INDIVIDUAL WHOSE SALARY WAS \$80,000 A YEAR.

IN ADDITION TO THE USUAL PATTERNS OF OFFICIAL AND NONOFFICIAL
COVER A FEW VERY CAREFULLY SELECTED OFFICERS HAVE PRECEDED ABROAD
UNDER NONOFFICIAL COVER TO REMAIN IN THE AREA FOR LONG PERIODS OF TIME.
SOME OF THESE HAVE PERFORMED BRILLIANTLY FOR THEIR COVER COMPANIES.
THIS SPECIAL PROGRAM HAS ALREADY PROVED TO BE EXTREMELY VALUABLE AND
PROMISING FOR LONG TERM ASSETS

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IN THE FIVE YEARS IN WHICH WE PARTICIPATED WITH THE ARMY IN THEIR OCS PROGRAM, TWO CT'S WON THE PATTERSON AWARD FOR THE OUTSTANDING OCS CANDIDATE OF THE YEAR. ONE CT WON THE AWARD FOR THE OUTSTANDING OCS CANDIDATE AMONG TEN THOUSAND AIR FORCE COMPETITORS. IN EVERY OCS CLASS, CT'S HAVE BEEN GRADUATED WITH DISTINCTION.

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WIVES OF CT'S WHO ARE DESTINED FOR OVERSEAS SERVICE MAY JOIN THE PROGRAM, IF QUALIFIED, AND BE TRAINED IN INTELLIGENCE WORK UNTIL THEIR HUSBANDS LEAVE. THE WIFE THUS BECOMES A MUCH GREATER HELP TO THE OFFICER IN HIS WORK.

(OBSOLETE NOW)

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FY '65

~~SECRET~~

4. SCHOOL OF INTERNATIONAL COMMUNISM
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SMALL FACULTY OF 8 EXPERTS, MORE HONORED OUTSIDE CIA THAN IN.

GOVERNMENT 191 PRESENTATIONS OUTSIDE

FSI, DIS, WAR COLLS., HOLABIRD, BRAGG, USIA, AII
COMMAND & STAFF
RESERVE GROUPS

PRIVATE BROOKINGS
PRINCETON & COLUMBIA
AIR FORCE ACADEMY
U.S. OFFICE OF EDUCATION
POLICE ACADEMY

TUTORING OF LIAISON HERE AND OVERSEAS

BIBLIOGRAPHY ON INTERNATIONAL COMMUNISM

CAREFUL WATCH OVER FUTURE TRENDS.

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STATINTL

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OFF-CAMPUS PROGRAM: Another First

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THE PROGRAM BEGAN IN FEBRUARY 1962 WITH 88 STUDENTS, AND AS OF THE END

OF THE EIGHTH SEMESTER IN MAY, 1965, THE ENROLLMENT TOTLED 1,063.

MANY EMPLOYEES HAVE TAKEN A FULL YEAR OF STUDY IN SUCH SUBJECTS AS
POLITICAL SCIENCE, PSYCHOLOGY, OR IN EUROPEAN HISTORY.

UNDERGRADUATE AND GRADUATE LEVEL

(* = Some courses
at Grad level)

ACCOUNTING

ANTHROPOLOGY

*ECONOMICS

ENGLISH COMPOSITION AND AMERICAN LITERATURE

GEOGRAPHY (INTRODUCTORY: AND REGIONAL SURVEY OF USSR)

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SECRET

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3/

~~SECRET~~

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(* = Some courses at Grad level)

* HISTORY (AMERICAN, EUROPEAN, RUSSIAN)

* MATH FOR SCIENTISTS AND ENGINEERS

* POLITICAL SCIENCE

PSYCHOLOGY

STATISTICS

SOME OF THESE COURSES RAN ONLY ONE SEMESTER: OTHERS HAVE BEEN
RESCHEDULED REGULARLY.

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3/a

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FIFTEEN SUBJECTS ARE INCLUDED IN THE SCHEDULE FOR THE FALL SEMESTER 1965-66 SCHOOL YEAR. TWO NEW SUBJECTS HAVE BEEN ADDED AS PILOT OFFERINGS TO DETERMINE INTEREST FOR POSSIBLE EXPANSION OF TRAINING IN THESE FIELDS; THE FIRST IS ADP. AN INTRODUCTORY COURSE IN ADP IS TO BE OFFERED UNDER AMERICAN UNIVERSITY SPONSORSHIP AS A PRELUDE TO POSSIBLY OFFERING A COMPLETE CERTIFICATE PROGRAM IN ADP. THE SECOND NEW SUBJECT IS IN EDUCATION. A BASIC EDUCATION COURSE WILL BE OFFERED WHICH CAN BE BLOWN UP TO A FULL DEGREE PROGRAM IN EDUCATION AS PREPARATION FOR RETIREMENT, SHOULD SUCH INTEREST BE SHOWN.

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LANGUAGE DEVELOPMENT PROGRAM

FULL TIME INSTRUCTORS	9
CONTRACT	20 (16ft; 4 pt)
ON-CALL TUTORS	48 (plus 24 not contracted but approved and ready)

IN FISCAL YEAR 1965 WE TAUGHT COURSES IN 22 DIFFERENT LANGUAGES

TO 443 STUDENTS (See Card 5)

WE HAVE CAPABILITY OF TEACHING 49 DIFFERENT LANGUAGES

ALSO, CAPABILITY TO TEACH ENGLISH AS A FOREIGN LANGUAGE

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STATINTL

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3 FEB
1968

98
637
132
71
177
142
1758
~~2219~~
2153
3489 (96 at Orientations + 17 in hang)
~~78~~
113

4568
2815
7383